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EAST QUOGUE UNION FREE SCHOOL DISTRICT
TOWN OF SOUTHAMPTON
SUFFOLK COUNTY, NEW YORK

EMPLOYMENT AGREEMENT
WITH THE
EAST QUOGUE TEACHERS' ASSOCIATION

* * *

July 1, 2004 through June 30, 2007

RECEIVED

DEC 27 2004

EAST QUOGUE UNION FREE SCHOOL DISTRICT
TOWN OF SOUTHAMPTON
SUFFOLK COUNTY, NEW YORK

EMPLOYMENT AGREEMENT WITH THE
EAST QUOGUE TEACHERS' ASSOCIATION
FOR THE PERIOD COMMENCING
JULY 1, 2004 AND ENDING JUNE 30, 2007

AGREEMENT between the Board of Education of East Quogue Union Free School District, Town of Southampton, Suffolk County, New York, hereinafter referred to as "District," and the EAST QUOGUE TEACHERS' ASSOCIATION, hereinafter referred to as "Association."

WHEREAS, every reasonable effort should be put forth by the East Quogue Board of Education, the East Quogue Teachers' Association, the administration, and individual teachers to improve the levels, efficiency and productivity of educational and teaching processes; and

WHEREAS, the District shall continue to review, study and effectuate improving teaching methods, plans, programs, projects, curriculum, and other innovative methods to improve schools and education and training of students and shall continue to participate when and where feasible and practicable, with governmental units and agencies, local, state, or federal, in such innovative means as it deems necessary to accomplish the improved qualities of education, and

WHEREAS, the parties have conducted negotiations in good faith pursuant to the Public Employees Fair Employment Act;

NOW, THEREFORE, WITNESSETH:

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+T.A.C. 1.

RECOGNITION

The District grants exclusive recognition to the Association for bargaining rights to represent all full and part-time teaching personnel and teaching assistants, for the maximum period provided pursuant to Article 14 of Civil Service Law of the State of New York.

2.

DURATION OF AGREEMENT

This agreement shall commence on July 1, 2004 and terminate on June 30, 2007. It is further agreed by and between the parties that negotiations for a successor agreement shall commence on or before February 1, 2007.

3.

OFFICERS OF THE ASSOCIATION

The association represents that it is an unincorporated association and that its officers include President, Vice-President, Secretary and Treasurer. The Board will be notified of the names of these officers within one week after the June election. The association agrees to inform the Board, in writing, of any change of the officers within one week thereof.

4. PROFESSIONAL COMPENSATION

4.1 SALARY

Teachers shall be paid in accordance with the salary schedule listed:

2004-2005	Appendix A
2005-2006	Appendix B
2006-2007	Appendix C

- a) The 2003-2004 salary schedule will be increased 3.2% across the board effective July 1, 2004 for the 2004/2005 school year (Appendix A). Teachers will be paid an increment, if eligible, effective July 1, 2004.
- b) The 2004-2005 salary schedule shall be increased by 3.2% across the board effective July 1, 2005 for the 2005/2006 school year (Appendix B). Teachers will be paid an increment, if eligible, effective July 1, 2005.

- c) The 2005-2006 salary schedule will be increased 3.2% across the board effective July 1, 2006 for the 2006/2007 school year (Appendix C). Teachers will be paid an increment, if eligible, effective July 1, 2006.

4.2 LONGEVITY

Longevity increases shall be granted in the following manner:

Years 21 – 25	\$1,000
Years 26 – 30	1,500
Years 31+	2,000

and added to the Teacher's base salary on a yearly basis after the across-the-board increase is computed. Accredited service shall be years of service in the East Quogue Union Free School District plus credit granted for prior service.

4.3 LONGEVITY CREDITS

Teachers coming into the District may be credited for up to five (5) years of experience which may include two years of military service. The Board of Education in its sole discretion may elect to give a teacher more than five years (5) credit.

4.4 INSERVICE CREDIT

Inservice credit shall be granted for mandated Superintendent's conferences and Superintendent mandated training courses and inservice courses which are not mandated by the District shall be granted at the rate of 10 contract hours equaling one-in-service credit. The conference or course must be outside of the regularly assigned teaching day and shall not include regularly scheduled meetings. For the purpose of movement on the salary schedule, one (1) in-service credit shall be allowed for every three (3) graduate credits earned. Completed course work shall be submitted to the District for credit on September 1 and February 1 only.

TH 5.

PROFESSIONAL COMPENSATION FOR BOARD APPROVED PROGRAMS

- A. A teacher or teaching assistant who has applied for and received Board approval to conduct an extra-curricular program shall be compensated for such additional work at the rate of \$20.00 per hour unless specified in the Extra-Curricular Fee Schedule below. Applications for such extra-curricular program must be submitted prior to the budget submission date for the school fiscal year during which such program will be conducted.
- B. Authorized chaperones shall be paid \$40.00 per event, per person.
- C. 1) Summer Music Program: \$20.00 per hour based on summer program of 60 hours. Any proposed program involving more than 60 hours of service will require prior Board approval.
- 2) After School Gymnastics Program: \$20.00 per hour.
- 3) Approved Program Coordinators: \$421.00
- 4) Yearbook Editor: \$1,800.00
- D. Approved curriculum writing, revision, and/or development shall be done on a non-mandatory and voluntary basis, and the teacher(s) involved shall be compensated at a daily rate of 1/200 of their annual salary. A work day for curriculum writing and/or revision shall be defined as follows:

6 working hours = 1 day
3 working hours = 1/2 day

The above shall include in the day a 1/2 hour lunch break and one 15 minute break for every 3 working hours.

TX 6.

OPTIONAL DEDUCTIONS

- A. The Board agrees to deduct from salaries in ten (10) equal installments, beginning with the second pay period, membership dues for the Association and other professional organizations for employees who voluntarily and individually authorize the Board to deduct and transmit all monies to the Association at the time of the usual monthly payments of the District claims. Such authorization shall be in writing and shall continue until such employee notifies the Board, in writing, to the contrary. The Association assumes all responsibility for the funds so deducted and proper transmittal thereof.

- B. The District shall have a voluntary payroll deduction for those teachers who wish to purchase United States Savings Bonds and individual investments provided the District can accommodate those deductions on the payroll stub.



7. BOARD POLICIES

The Board of Education hereto agrees that in the event the Board adopts Policy resolutions in the future affecting the faculty, that copies of such resolutions, upon their approval by the Board of Education, shall be transmitted to the Association and each faculty member as soon as possible.

- A. Each member of the Association shall receive a copy of this agreement, reproduced at the District's expense.
- B. The Association shall have the right to use school buildings for professional meetings. The Association shall have access to bulletin board space in the building and may use teacher mailboxes for official Association business. Duplicating equipment shall be made available by the Board to the Association if such equipment is available and when not in conflict with previously scheduled use of such equipment. All materials used by the Association shall be provided by the Association at its expense.
- C. Shared decision making/school improvement team: The parties agree that a study of roles, methods and means of establishing and maintaining high standards of professional performance is in the best interests of the District and the profession. The Teachers' Association and the Administration shall participate in a study group to discuss and formulate recommendations to be submitted to the Board. The study group will be comprised of the Superintendent and at least two Association members selected by the Association, but shall be open to all interested members of the Teacher Association as well as members of the Board of Education. During the month of September, the Teachers' Association will name a representative to the study group. During the school year, either the Superintendent or the Association representative may request a meeting of the study group on five (5) school days' notice. Either the representative of the Association or the Superintendent may submit topics to be studied or considered by the study group. The Board of Education and the Association shall be advised of all matters submitted to the study group for consideration and shall further be advised of the outcome of any study conducted by the group.

- D. Written statements directed to the Administration or the Board of Education shall be acknowledged in writing, within seven (7) days of receipt by the Administration, or within seven (7) days of receipt by the Board of Education.

8. INSURANCE

Health and Accident
Long-Term Disability
Life & Dental

- A. 1) Teachers shall receive 100% individual and family coverage as provided by the East End Health Consortium or a plan that is equal to or better as acceptable by both parties; provided, however, that:
- a) All newly-hired teachers appointed after 7/1/96 shall be required to contribute a dollar amount equal to 10% of the annual health insurance premium. This payment shall be made in equal installments over the number of pay periods each teacher elects.

The District shall provide a Flex Benefit Plan (IRS 125 Plan) for all newly-hired teachers who contribute to health insurance.

2) If a teacher declines health insurance, the District will pay the disclaimer 40% of the yearly premium of either family or individual coverage, whichever is applicable to the individual declining the insurance. The teacher will be entitled to receive this sum each year that he/she elects to continue the waiver. The sum will be automatically increased each year by the same percentage of any increase in health insurance premiums. If a member wishes to become included under the district health insurance coverage, he/she may do so upon giving written notice. If the insurance carrier requires a time period regarding coverage, that shall be considered timely notice; in no case shall the waiting period be more than 30 days. This option is not available to members unless they are covered by another insurance plan.

- B. Accident/Disability – Teachers shall receive the long-term accident and sickness disability policy as provided by Mutual Benefit Life Insurance Co.
- C. Life Insurance – Life insurance policy covering the individual in the amount of \$25,000.

- D. Dental Coverage – The Board shall pay 100% of the cost of individual or family dental coverage. The District and the Association shall mutually agree upon a dental program which is substantially similar to or better than the plan provided by Fitzharris and Co., Inc.

9. LEAVES

Sick Death Personal Religious Association
Leave of Absence

- A. Sick Leave: Teachers of the District shall be entitled to eleven (11) days of sick leave per school year. Use of sick leave for family illness (parents, spouse, child) shall be permitted. Teachers absent five (5) or more consecutive days shall provide a physician's statement of confirmation of illness, such statement to include a prognosis regarding return to work, if requested. Such sick leave shall be allowed to accumulate during each school year worked to a total of 250 days.

Yearly Payment: Each December an extra payment shall be paid to staff members eligible under the following schedule for not using sick days allocated in the prior school year ending June 30 (to a maximum of payment for 12 days).

<u>Accumulation</u>	<u>Rate of Payment</u>
24-49 days	\$ 3 per unused sick day, prior year
50-74 days	\$ 5 per unused sick day, prior year
75-99 days	\$ 10 per unused sick day, prior year
100-199	\$ 15 per unused sick day, prior year
200-299+ days	\$ 20 per unused sick day, prior year

Unused sick and personal days for these years will be added to the accumulation on June 30 to determine the total accumulation and appropriate rate. Maximum yearly payment would be $12 \times \$20 = \240

- B. Bereavement Leave: Upon the death of a member of a teacher's immediate family or any relative permanently residing in the teacher's home, a teacher may take leave for up to five (5) school days. For purposes of this provision, the immediate family of a teacher shall be defined as teacher's spouse, mother, father, brother, sister, mother-in-law, father-in-law, child, grandchild, grandparent. Request for further leaves may be granted by the Superintendent.

- C. Personal Leave: Teachers of the District shall be entitled to three (3) personal leave days per school year. For purposes of this provision, personal leave shall be construed to be leave taken to attend important personal business or pressing personal affairs which cannot be attended to during non-school days or non-working days. Unused personal days will be converted to sick days as of June 30 and added to accumulation.
- D. Religious Leave: Teachers of the District shall be entitled to a total of two (2) days religious leave per year if the religious faith of the Association member requires a full day of religious observance. The District Principal shall be entitled to seven (7) days prior notice of such request for leave.
- E. Association Leave: A total of three (3) teacher work days per year shall be granted to the Association President or his/her designee to attend professional meetings.
- F. Leave of Absence: At the sole discretion of the Board of Education, a leave of absence without pay may be granted for personal reasons for one (1) year or any portion of one (1) year. An additional leave for Child Care (for a total of two (2) years) may be granted. Written notice must be presented two (2) months prior to beginning of requested leave date. A teacher who has requested, pursuant to this provision of the agreement, and obtained a leave of absence from the Board of Education, may continue to receive those insurance benefits set forth in paragraph 8 of this agreement, on condition that such teacher pay, in advance on a monthly basis the premium or premiums which the Board of Education would pay if such teacher were continuing in the active employ of the District for that particular year.
- G. Unless otherwise stated, the above leaves are non-cumulative.
- H. Retirement: A teacher who retires from the District shall be entitled to a one-time, non-discretionary, Section 403(b) contribution in a sum equal to the total number of days of accumulated sick leave times the sum of \$100 per day (maximum 250 days) and \$150 per year of East Quogue service. Teachers must notify the District of planned retirement before May 1 to have this included in the final salary. The contribution shall be made within thirty (30) days of the member's effective date of retirement.

Notwithstanding the value of the member's sick leave payout, the amount of the non-elective employer contribution shall not exceed the applicable annual contribution limits permitted under relevant law, i.e., Section 415(c)(1) of the Internal Revenue Code. In the event that the employer non-elective contribution exceeds the applicable annual contribution limitation, the excess amount shall be paid directly to the eligible retiring unit member as compensation within thirty (30) days of the member's effective retirement date. No employee may receive cash in lieu of or as an alternative to this employer non-elective contribution.

This provision shall expire and be of no further force and effect on June 30, 2007, except for the District's obligations to make the 403(b) contribution and any excess cash compensation, as described above, for those retiring on or prior to June 30, 2007. The Association waives the applicability of Section 209(a)(1)(e) of the Taylor Law to this provision. Effective July 1, 2007, the provision of Article 9(H) as it existed prior to the changes set forth in this Memorandum of Agreement, shall be fully restored to the collective bargaining agreement.

- I. Death - The estate of a teacher whose services are terminated by death shall be entitled to a bonus (an addition to the salary of such teacher for his final year of service to the District) of a sum equal to the total number of days of accumulated sick leave times the sum of \$100 per day (maximum 250 days) and \$150 per year of East Quogue service.

10. PROFESSIONAL EMPLOYMENT CONDITIONS:

- A. Length of School Day: The school day will commence at 8:20 am and conclude at 3:15 pm.
- B. Lunch Period: See Policy adopted by the Board of Education of the East Quogue Union Free School District.
- C. Calendar: There shall be 182 teaching days and 2 Superintendent's Conference days per year for a total of 184 days. Snow days will be added to the academic calendar but if the days are unused they will be returned in the spring.

- D. Enrichment Program: There shall be an enrichment program in which all students and faculty will participate. Initially, the program will take place during the two forty minute periods per week. As soon as practicable upon ratification, a committee will commence meeting to design and implement the program including creation of the list of specific activities to be included and assignments to those programs. Programs will include a balanced range including, but not limited to, academics, athletics, and the arts. The committee shall consist of five (5) teachers (selected by the East Quogue Teachers Association) and the Superintendent. No more than one Board Member (per meeting) may attend and participate, but shall have no vote.

The committee shall utilize the consensus process presently in place for SDM in making its determinations.

The parties understand that for the program to be successful, a variety and balance of programs must be offered.

It is understood that the interests of the program are not served by requiring a teacher to conduct an activity which he or she does not wish to conduct, but it is understood that the Board is the final arbiter, if necessary, under the consensus process. An evaluation of the program will be conducted in June 1996 by the committee and the Board shall have the option to continue 2 periods per week, increase to 3 or decrease to 1 or 0 effective for the school year 1996-97. Thereafter, and following similar evaluation in June 1997, the Board shall have the option to continue the then number of periods of enrichment per week or increase to 4 per week or decrease to 2, 1, or 0 effective as of September, 1997.

- E. Status/Class Assignment: Each teacher in the District shall be informed by the District by April 1 of each school year of his or her status for the succeeding school year, in writing. The District shall provide teachers with their class assignment for the next academic year by June 1.
- F. Within twenty (20 days) of the execution of any employment agreement, teachers will be provided with their salary notice for the ensuing school year.

- G. The Administration will confer with the faculty concerning the scheduling for the school in an attempt to work out a mutually satisfactory schedule.
- H. The District shall advise teachers of job positions which may become available from time to time in the District by providing a notice on the school bulletin board and the bulletin board in the teachers' room, which notice shall contain the job title, brief description of the job, and qualifications necessary to apply for the position.
- I. First consideration shall be given, in filling a promotional or grade opening, to teachers within the faculty who qualify for the position. If the teacher's application to fill a vacancy is denied, a letter will be sent to him/her stating reasons for denying the change and a conference arranged, if requested by the teacher, with the Superintendent at which time these reasons will be discussed.
- J. Home Teaching: Hourly rate of pay shall be \$27.00 per hour.
- K. Personnel Files: A separate file shall be established for each teacher. This file shall contain all evaluations, attendance records, or any other materials which, in the opinion of the Board of Education or the Superintendent, is relevant to the teacher's performance of his/her job. Before such material is entered into the file, it shall be exhibited to the individual teacher and signed by such teacher as an indication that the particular teacher has seen and is aware of the material being inserted in his/her file. A separate file shall be maintained by the District for the materials which are on a day-to-day basis dealt with by the clerical staff, such as medical claims, insurance reports, and the like. Each teacher of the District may examine either of his/her files at any time during school hours and make copies of the materials contained therein. Teachers shall have the right to respond to materials entered in their personnel files and have such response included in the file.




11. TEACHING ASSISTANTS:

Benefits for the certified teaching assistant are set forth in Appendix "D." In addition, the following articles in this collective bargaining agreement shall apply to the teaching assistants.

1. Recognition
2. Duration
3. Officers of the Association
5. Professional Compensation (Appendix A, B and C)
6. Optional Deductions (Sections A and B)
7. Board Policies - Section 7A only [not paragraph 1]
11. Grievance Procedures
12. Job Action

No other provision of the existing collective bargaining agreement will be applicable to the Teaching Assistants.

12. GRIEVANCE PROCEDURES:

 In the event there is a dispute over the interpretation or application of the provisions of this agreement, the Association or individual teacher may file a written grievance with the Superintendent. Within five (5) school days the Superintendent will render a determination. In the event the aggrieved party is not satisfied with the determination of the Superintendent, he/she may submit a written grievance, together with the determination of the Superintendent to the Board of Education of the District, which shall be required to consider the matter at its next regularly scheduled Board meeting.

The Board must make a determination, in writing, within ten (10) days of considering the grievance. In the event the grievant is still dissatisfied with the determination, he/she may submit the matter to advisory arbitration pursuant to the rules and procedures established by the Public Employment Relations Board. The determination of the arbitrator shall be advisory only.

13. JOB ACTION

The Association agrees that it will not, during the term of this agreement, engage in or assist or participate in any strike, slow-down, job-action, or any other similar form of work stoppage, or encourage or impose an obligation on the members of the Association to assist or participate in any such conduct.

14.

IT IS AGREED BY AND BETWEEN THE PARTIES HERETO THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

15.

Nothing contained herein shall be contrary to State or Federal law. In the event any subsequent law or court action invalidates any portion of this contract, only that particular portion shall be invalidated.

IN WITNESS WHEREOF, the parties have made and executed this agreement.

EAST QUOGUE UNION FREE SCHOOL DISTRICT

Date July 20, 2004

By: Catherine J. Fenton
Superintendent of Schools

Date 8/10/04

By: W.R. Kram
President, Board of Education

EAST QUOGUE TEACHERS' ASSOCIATION

Date Aug. 5, 2005

By: Jill A. Stevens

Date August 5, 2005

By: Halley Stevens

APPENDIX A
2004-2005 SALARY SCHEDULE

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	36,697	38,162	40,072	42,878	44,592	46,373	48,231	50,159
2	38,529	40,072	42,074	45,019	46,819	48,693	50,641	52,667
3	40,364	41,979	44,077	47,161	49,049	51,012	53,053	55,175
4	42,198	43,887	46,082	49,307	51,279	53,297	55,463	57,682
5	44,034	45,795	48,084	51,451	53,509	55,649	57,876	60,190
6	45,868	47,702	50,090	53,595	55,739	57,966	60,285	62,697
7	47,702	49,612	52,092	55,739	57,966	60,285	62,697	62,205
8	49,537	51,520	54,096	57,883	60,197	62,605	65,110	67,715
9	51,373	53,429	56,098	60,026	62,428	64,924	67,522	70,222
10	53,207	55,337	58,105	62,170	64,656	67,242	69,932	72,730
11	55,041	57,245	60,107	64,315	66,887	69,561	72,346	75,240
12	56,878	59,151	62,110	66,459	69,115	71,879	74,756	77,747
13	58,712	61,060	64,115	68,602	71,346	74,200	77,167	80,253
14	60,548	62,970	66,115	70,745	73,574	76,518	79,579	82,761
15	62,382	64,876	68,118	72,889	75,803	78,839	81,990	85,270
16	63,849	66,402	69,723	74,603	77,625	80,690	83,920	87,277
17	65,317	67,930	71,327	76,317	79,372	82,548	85,848	89,281
18	66,785	69,458	72,929	78,034	81,154	84,401	87,777	91,288
19	67,785	70,458	73,929	79,034	82,154	85,401	88,777	92,288
20	68,785	71,458	74,929	80,034	83,154	86,401	89,777	93,288
21	69,785	72,458	75,929	81,034	84,154	87,401	90,777	94,288

APPENDIX B
2005-2006 SALARY SCHEDULE

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	37,871	39,383	41,354	44,250	46,019	47,857	49,774	51,764
2	39,762	41,354	43,420	46,460	48,317	50,251	52,262	54,352
3	41,656	43,322	45,487	48,670	50,619	52,644	54,751	56,941
4	43,548	45,291	47,557	50,885	52,920	55,003	57,238	59,528
5	45,443	47,260	49,623	53,097	55,221	57,430	59,728	62,116
6	47,336	49,228	51,693	55,310	57,523	59,821	62,214	64,703
7	49,228	51,200	53,759	57,523	59,821	62,214	64,703	67,292
8	51,122	53,169	55,827	59,735	62,123	64,608	67,194	69,882
9	53,017	55,139	57,893	61,947	64,426	67,002	69,683	72,469
10	54,910	57,108	59,964	64,159	66,725	69,394	72,170	75,057
11	56,802	59,077	62,030	66,373	69,027	71,787	74,661	77,648
12	58,698	61,044	64,098	68,586	71,327	74,179	77,148	80,235
13	60,591	63,014	66,167	70,797	73,629	76,574	79,636	82,821
14	62,486	64,985	68,231	73,009	75,928	78,967	82,126	85,409
15	64,378	66,952	70,298	75,221	78,229	81,362	84,614	87,999
16	65,892	68,527	71,954	76,990	80,109	83,272	86,605	90,070
17	67,407	70,104	73,609	78,759	81,912	85,190	88,595	92,138
18	68,922	71,681	75,263	80,531	83,751	87,102	90,586	94,209
19	69,954	72,713	76,295	81,563	84,783	88,134	91,618	95,241
20	70,986	73,745	77,327	82,595	85,815	89,166	92,650	96,273
21	72,018	74,777	78,359	83,627	86,847	90,198	93,682	97,305

APPENDIX C
2006-2007 SALARY SCHEDULE

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	39,083	40,643	42,677	45,666	47,492	49,388	51,367	53,420
2	41,034	42,677	44,809	47,947	49,863	51,859	53,934	56,091
3	42,989	44,708	46,943	50,227	52,239	54,329	56,503	58,763
4	44,942	46,740	49,079	52,513	54,613	56,763	59,070	61,433
5	46,897	48,772	51,211	54,796	56,988	59,268	61,639	64,104
6	48,851	50,803	53,347	57,080	59,364	61,735	64,205	66,773
7	50,803	52,838	55,479	59,364	61,735	64,205	66,773	69,445
8	52,758	54,870	57,613	61,647	64,111	66,675	69,344	72,118
9	54,714	56,903	59,746	63,929	66,488	69,146	71,913	74,788
10	56,667	58,935	61,883	66,212	68,860	71,615	74,479	77,459
11	58,620	60,967	64,015	68,497	71,236	74,084	77,050	80,133
12	60,576	62,997	66,149	70,781	73,609	76,553	79,617	82,803
13	62,530	65,030	68,284	73,063	75,985	79,024	82,184	85,471
14	64,486	67,065	70,414	75,345	78,358	81,494	84,754	88,142
15	66,438	69,094	72,548	77,628	80,732	83,966	87,322	90,815
16	68,001	70,720	74,257	79,454	82,672	85,937	89,376	92,952
17	69,564	72,347	75,964	81,279	84,533	87,916	91,430	95,086
18	71,128	73,975	77,671	83,108	86,431	89,889	93,485	97,224
19	72,193	75,040	78,736	84,173	87,496	90,954	94,550	98,289
20	73,258	76,105	79,801	85,238	88,561	92,019	95,615	99,354
21	74,323	77,170	80,866	86,303	89,626	93,084	96,680	100,419

APPENDIX “D”

CERTIFIED TEACHING ASSISTANT BENEFITS PACKAGE

Job Title: Employment Status:	Certified Teaching Assistant Full time – 10 months – <i>Works Teachers’ Calendar</i>	
Health Insurance:	Single Coverage – 90%	
Sick Days: Personal Days:	10 days per year – may be carried to next year 3 days per year* – unused will be converted to sick days *Prior approval required for personal days	
Work Hours:	7 hours per day – 8:20 am to 3:20 pm A 40 minute lunch period and a 30 minute prep	
Hourly Work Formula:	Salary ÷ (# of mandated working days ÷ 7 hours)	
Extra-Curricular Activities Stipend:	\$20 per hour	
Salary:	2004-2005	\$21,355
	2005-2006	\$22,039
	2006-2007	\$22,744

SALARY SCHEDULE

2004-05 3.2% increase over 2003-04

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	36,697	38,162	40,072	42,878	44,592	46,373	48,231	50,159
2	38,529	40,072	42,074	45,019	46,819	48,693	50,641	52,667
3	40,364	41,979	44,077	47,161	49,049	51,012	53,053	55,175
4	42,198	43,887	46,082	49,307	51,279	53,297	55,463	57,682
5	44,034	45,795	48,084	51,451	53,509	55,649	57,876	60,190
6	45,868	47,702	50,090	53,595	55,739	57,966	60,285	62,697
7	47,702	49,612	52,092	55,739	57,966	60,285	62,697	65,205
8	49,537	51,520	54,096	57,883	60,197	62,605	65,110	67,715
9	51,373	53,429	56,098	60,026	62,428	64,924	67,522	70,222
10	53,207	55,337	58,105	62,170	64,656	67,242	69,932	72,730
11	55,041	57,245	60,107	64,315	66,887	69,561	72,346	75,240
12	56,878	59,151	62,110	66,459	69,115	71,879	74,756	77,747
13	58,712	61,060	64,115	68,602	71,346	74,200	77,167	80,253
14	60,548	62,970	66,115	70,745	73,574	76,518	79,579	82,761
15	62,382	64,876	68,118	72,889	75,803	78,839	81,990	85,270
16	63,849	66,402	69,723	74,603	77,625	80,690	83,920	87,277
17	65,317	67,930	71,327	76,317	79,372	82,548	85,848	89,281
18	66,785	69,458	72,929	78,034	81,154	84,401	87,777	91,288
19	67,785	70,458	73,929	79,034	82,154	85,401	88,777	92,288
20	68,785	71,458	74,929	80,034	83,154	86,401	89,777	93,288
21	69,785	72,458	75,929	81,034	84,154	87,401	90,777	94,288

SALARY SCHEDULE

2005-06 3.2% increase over 2004-05

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	37,871	39,383	41,354	44,250	46,019	47,857	49,774	51,764
2	39,762	41,354	43,420	46,460	48,317	50,251	52,262	54,352
3	41,656	43,322	45,487	48,670	50,619	52,644	54,751	56,941
4	43,548	45,291	47,557	50,885	52,920	55,003	57,238	59,528
5	45,443	47,260	49,623	53,097	55,221	57,430	59,728	62,116
6	47,336	49,228	51,693	55,310	57,523	59,821	62,214	64,703
7	49,228	51,200	53,759	57,523	59,821	62,214	64,703	67,292
8	51,122	53,169	55,827	59,735	62,123	64,608	67,194	69,882
9	53,017	55,139	57,893	61,947	64,426	67,002	69,683	72,469
10	54,910	57,108	59,964	64,159	66,725	69,394	72,170	75,057
11	56,802	59,077	62,030	66,373	69,027	71,787	74,661	77,648
12	58,698	61,044	64,098	68,586	71,327	74,179	77,148	80,235
13	60,591	63,014	66,167	70,797	73,629	76,574	79,636	82,821
14	62,486	64,985	68,231	73,009	75,928	78,967	82,126	85,409
15	64,378	66,952	70,298	75,221	78,229	81,362	84,614	87,999
16	65,892	68,527	71,954	76,990	80,109	83,272	86,605	90,070
17	67,407	70,104	73,609	78,759	81,912	85,190	88,595	92,138
18	68,922	71,681	75,263	80,531	83,751	87,102	90,586	94,209
19	69,954	72,713	76,295	81,563	84,783	88,134	91,618	95,241
20	70,986	73,745	77,327	82,595	85,815	89,166	92,650	96,273
21	72,018	74,777	78,359	83,627	86,847	90,198	93,682	97,305

SALARY SCHEDULE

2006-07 3.2% increase over 2005-06

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60
1	39,083	40,643	42,677	45,666	47,492	49,388	51,367	53,420
2	41,034	42,677	44,809	47,947	49,863	51,859	53,934	56,091
3	42,989	44,708	46,943	50,227	52,239	54,329	56,503	58,763
4	44,942	46,740	49,079	52,513	54,613	56,763	59,070	61,433
5	46,897	48,772	51,211	54,796	56,988	59,268	61,639	64,104
6	48,851	50,803	53,347	57,080	59,364	61,735	64,205	66,773
7	50,803	52,838	55,479	59,364	61,735	64,205	66,773	69,445
8	52,758	54,870	57,613	61,647	64,111	66,675	69,344	72,118
9	54,714	56,903	59,746	63,929	66,488	69,146	71,913	74,788
10	56,667	58,935	61,883	66,212	68,860	71,615	74,479	77,459
11	58,620	60,967	64,015	68,497	71,236	74,084	77,050	80,133
12	60,576	62,997	66,149	70,781	73,609	76,553	79,617	82,803
13	62,530	65,030	68,284	73,063	75,985	79,024	82,184	85,471
14	64,486	67,065	70,414	75,345	78,358	81,494	84,754	88,142
15	66,438	69,094	72,548	77,628	80,732	83,966	87,322	90,815
16	68,001	70,720	74,257	79,454	82,672	85,937	89,376	92,952
17	69,564	72,347	75,964	81,279	84,533	87,916	91,430	95,086
18	71,128	73,975	77,671	83,108	86,431	89,889	93,485	97,224
19	72,193	75,040	78,736	84,173	87,496	90,954	94,550	98,289
20	73,258	76,105	79,801	85,238	88,561	92,019	95,615	99,354
21	74,323	77,170	80,866	86,303	89,626	93,084	96,680	100,419